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MONTANA LABOR MARKET

Monthly Review of
EMPLOYMENT OUTLOOK, LABOR SUPPLY, LABOR DEMAND, CURRENT EMPLOYMENT

MONTANA STATE EMPLOYMENT SERVICE
Division of Unemployment Compensation Commission of Montana

Donald D. MacPherson, Chairman
Albert F. Root, Commissioner — Mitchell Building — P. O. Box 1728 — Helena, Montana — Chadwick H. Smith, Commissioner

FL. 212 — OCTOBER, 1960

Industrial Employment 8,700 Over a Year Ago

A strike-free labor market found 8,700 more Montana workers receiving paychecks this September than a year ago when the state economy was in the hard grip of a labor dispute in the metal mining industry. September employment in Montana's non-agriultural industries was estimated to be 168,700 at mid-month. This is 400 more than the average of September employment of the previous five years.

This Brighter September

Since the economy was unmarked by labor disturbances this September, the state's labor market complexion had a healthier glow. Employment in the total manufacturing group was up 3,700 over last year. The largest gain was 3,100 workers in the processing of primary metals. In the same industrial group lumber manufacturing employment was up 300. There was a rise of 200 in other manufacturing categories including fabricated metal, and stone and clay products.

Employment in the broad mining group which includes petroleum and natural gas production showed an advance of 2,500 over last September. Gains of 3,000 in metal mining and 100 in coal and other non-metallic mining outweighed a decline of 600 in petroleum and natural gas production to chalk up a gain for the entire group.

After a few late starts and some project delays because of steel and other material shortages, construction employment rebounded during September. There were 100 more building craftsmen receiving paychecks this September than a year ago. Good employment levels in this field should be maintained during the next two months if favorable weather prevails.

Other employment gains from a year ago were in transportation and utilities, and finace, insurance and real estate, up 200 workers each. Government employment advanced by 3,300, with the total separating into a gain of 2,000 workers at the state and local levels of government, and 1,300 in various federal agencies.

Improvemet and recovery of most of the state's basic industries began following the settlement of the six-month old metal mining strike on February 15, 1960. The uphill climb toward normal employment levels was a slow and gradual process, but one in the right direction. When final revision of monthly employment totals is made at years end, a good trend of employment growth in most basic industries is expected to be established.

The Seasonal Workers

It is in the very nature of the Montana economy that employment declines will show in the seasonally vulnerable industries during the next few months. End of the tourist season, closure of national parks and resort areas, normal winter layoffs of railroad section crews and forest service workers, among others, will idle several thousand workers. This is the normal pattern in Montana common to these industries. Many of these workers, especially women, who work in trade and service industries during the summer season only, cannot come within the strict definition of the unemployed. They set for themselves the same short term employment pattern year after year. Generally they return to work for the same employer when the next work season rolls around. Many of the summer job holders are high school and college students. Upon returning to school, a good number of them maintain a quasi-attachment to the labor market by registering with local employment offices for part-time work after school hours and on weekends. Older people on retirement incomes search the labor market for casual part-time or short term employment to supplement their fixed incomes. All of these groups, the housewife, the student and the retiree, are in the categories known as the marginal or part-time worker.

SEPTEMBER EMPLOYMENT BUILDS TO PEAK WITH MORE THAN USUAL SEASONAL GAINS

Employment demands in Montana's labor market were at better than usual levels during September. A gain of 500 workers was recorded over August, traditionally the month when the apex is reached for the season. Normally, September is the month when employment totals begin to adjust to winter levels after the seasonal suspension of some industries. Although no acute shortages of workers developed during the month, there were some temporary shortages of building craftsmen in some areas. The demand for experienced clerical workers continued unabated in most major cities. As the month ended, metal mining payrolls started to rise moderately, and there were good signs of increased oil field activity. The stage was also set for the employment of thousands of additional seasonal workers. Four sugar beet refineries were scheduled to begin operations October 1, which will provide employment for more than 1,000 workers. The annual Christmas tree harvest, now getting underway, will utilize 800 to 1,000 workers until early December. These and other seasonal activities, coupled with improving trends in the basic industrial groups, should keep Montana employment at good levels during the next few months.

LABOR TURNOVER RATES IN MANUFACTURING AND MINING INDUSTRIES
(per 100 employees)

INDUSTRY	ACCESSION RATE						SEPARATION RATE								
	Total			New Hire			Total			Quit			Layoff		
	1) Aug 1960	2) Jul 1960	Aug. 1959	Aug. 1960	July 1960	Aug. 1959	Aug. 1960	July 1960	Aug. 1959	Aug. 1960	July 1960	Aug. 1959	Aug. 1960	July 1960	Aug. 1959
3) All Manufacturing	6.0	3.9	4)	3.6	2.7	4)	5.8	5.5	4)	2.6	2.1	4)	1.6	2.6	4)
Durable Goods	7.3	4.5	4)	4.3	3.2	4)	5.5	6.2	4)	2.7	2.1	4)	1.7	3.1	4)
Primary Metal	7.8	3.9	4)	.7	1.7	4)	3.7	7.5	4)	1.7	1.3	4)	1.9	5.5	4)
3) Nondurable Goods	3.2	2.7	2.8	2.3	1.7	2.7	6.4	4.2	5.2	2.3	2.1	2.9	1.2	1.7	2.0
All Mining	7.6	7.7	4)	2.5	3.1	4)	5.2	6.3	4)	2.5	3.9	4)	.4	1.1	4)
Metal Mining	7.9	7.5	4)	.9	1.2	4)	4.8	8.2	4)	2.3	5.2	4)	.2	1.2	4)

1) Preliminary rates based on all data available at publication time. 2) Figures previously revised on more complete returns.
3) Excludes sugar and canning industries. Total separations include discharges and miscellaneous separations.
4) Data not available due to strike in metal mining a year ago.

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Along the Hiring Line—Field Summary, Oct 1

ANACONDA, Deer Lodge, Philipsburg—(166 jobseekers, 84 new, 60 men, 106 women Area economy showing gradual improvement over year ago. Smelter employment fairly well stabilized but hiring for replacement purposes only. Volume in trade and service industries at near normal after seasonal summer decline. Potato harvest began Sept. 2, and created good labor demand.

BILLINGS, Columbus, Hardin, Hysham, Laurel, Red Lodge, Roundup—(1,369 jobseekers, 722 new, 764 men, 605 women). Construction employment reached peak levels on variety of building and highway projects. Three interstate projects in area holding to good employment levels. Annual "turn-around" at local refinery expected to employ 150 workers next 30 to 60 days. Volume in trade and service industries steady with some replacement hiring for students who returned to schools and colleges. Labor dispute between major service establishment and cooks and waiters union continues with approximately 50 workers affected.

BOZEMAN, Ennis, Three Forks, Trident—(237 jobseekers, 226 new, 135 men, 102 women). Construction was the main force on the September labor market scene with commercial, educational and home building at good pace. New 1¼ million dollar shopping center expected to open mid-October. Logging and sawmill operations erratic due to shifts in market demands and prices. Production at cement plant cut 50 per cent, resulting in layoff of 75 workers.

BUTTE, Virgina City, Whitehall—(1,011 jobseekers,, 307 new, 598 men, 413 women). Employment gains noted in most major industries during September. Hiring was most active in the clerical and sales fields, but upswing in metal mining employment also helped to brighten the picture. Work on new shopping center, remodeling jobs, etc. resulted in more construction hires. Farm hiring up as result of early start of potato harvest.

CUT BANK—(150 jobseekers, 118 new, 87 men, 63 women). Fewer construction projects chief reason for fewer hires this year than last. Most other major industrial groups show no appreciable change from year ago totals. Decline in farm hiring attributed chiefly to poorer than average grain crops this year.

DILLON—(90 jobseekers, 87 new, 63 men, 27 women). Adequate local labor supply for a variety of farm activities, including hay, grain and potato harvests. Some major construction projects delayed or suspended because of steel shortages. Oiling or paving of some highway projects postponed until next spring. New logging cocern will start operations next 30 days.

LABOR MARKET INDICATORS

Employment—	Sept. 1960	Aug. 1960	Sept. 1959	Sept. Avg. 1951-60
Industrial Employment	168,700	168,200	160,000	164,000
New Job Applicants	4,203	4,706	4,408	3,246
Job Applicants, End of Month	7,777	7,939	8,802	4,648
Insured Unemployment, Week of	**Oct. 10 1960**	**Sept. 2 1960**	**Oct. 9 1959**	**Avg. 1st Oct. Wk 1956-60**
New and Renewal Claims	1,047	758	1,069	802
Unemployed Weeks Filed	3,221	3,265	4,473	3,037
Total Unemployment Claims	4,268	4,023	5,542	3,835

GLASGOW, Fort Peck, Malta, Opheim—(229 jobseekers, 97 new, 91 men, 138 women). Completion of some construction projects at airbase and cancellation of a few building projects resulted in lower construction payrolls this year. Most idled workers leaving area for other construction sites. Two contractors working on base housing units reduced payrolls by 150 from last month. Workers on Corp of Engineers supervised jobs totalled 315, 1,100 below last year.

GLENDIVE, Circle, Wibaux—(137 jobseekers, 95 new, 92 men, 45 women). Labor market activity below year ago due chiefly to declines in construction and oil field exploration and drilling. Most major industries operating with normal complement of workers with no hires and a few scattered layoffs. Employment declines chiefly in service industries as tourist business fades. Farm hiring equal to last year, but down from last month due to early completion of field work.

GREAT FALLS, Choteau, Fort Benton, Stanford—(938 jobseekers, 500 new, 478 men, 460 women). Over-the-year employment declines noted chiefly in contract construction and the service industries. The situation is expected to change appreciably after the contracts for construction of 168 minutemen sites are let early in December. Demand for farm workers less than year ago due to drouth conditions which reduced crop yields and labor demands.

HAMILTON, Stevensville—(167 jobseekers, 73 new, 86 men, 81 women). Employment upswing in fall farm activities and the lumber industry highlighted the September labor market scene. Fluctuation in the lumber market caused some work layoffs at months end. Construction worker demand was limited with hiring chiefly for replacement. Farm hiring above a year ago with good worker demand for general farm work and sugar beet and potato harvests. Good employment trends seen during October when Christmas tree cutting is scheduled to start.

HAVRE, Chinook, Harlem—(215 jobseekers, 118 new, 115 men, 100 women). Poor farm crops adversely affected other facets of the local economy, including building construction and trade and service industries. Impending strike of railroad switchmen causing some concern. Some worker layoffs occurred in most basic industries, while others are on a part-time basis. Material shortages holding up a few construction projects. Winter employment outlook in both industry and agriculture appears dismal at this time.

HELENA, Boulder, Garrison, Townsend, White Sulphur Springs—(353 jobseekers, 283 new, 256 men, 97 women). The higher jobseeker totals this year are attributed to the influx of transient jobseekers and heavy registration of younger workers. Construction hiring starting the normal seasonal decline, but good employment levels are expected to be maintained on several current major building projects. Good demand for clerical and sales workers offset some of the losses in construction and lumbering where intermittent hiring and layoffs were common.

KALISPELL, Columbia Falls, Eureka, Libby, Whitefish—(941 jobseekers, 384 new, 675 men, 266 women). Heavy worker layoffs occurred in lumber manufacturing and the trade and service industries during September. End of the tourist season and a slow lumber market combined to create this situation. Several large highway projects were completed during the month. In current construction are two dental-medical buildings, a bank, and a Libby school. Start of the Christmas tree harvest the next 30 days should provide seasonal employment for about 200 cutters, balers and yardmen.

LEWISTOWN, Harlowton, Ryegate, Winnett—(96 jobseekers, 61 new, 44 men, 52 women). Small declines noted in agriculture and industry during the month. Industry hiring was most active in the construction field, followed by private households, trade industries, and public utilities. Major construction projects limited, but home building at good level. Farm labor demand reduced with end of harvest.

LIVINGSTON, Big Timber—(247 jobseekers, 101 new, 171 men, 76 women). Closure of major lumber mill idled 150 workers with many placed on other jobs and

NINE YEARS OF MONTANA INDUSTRIAL EMPLOYMENT TOTALS, BY MONTHS (in Thousands)

	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Aver.
1952	140.5	140.7	143.0	149.7	154.8	159.9	159.5	161.2	160.4	157.9	156.0	154.9	153.2
1953	145.8	144.5	146.3	149.7	153.1	158.0	158.5	160.6	160.3	159.6	157.6	156.4	154.2
1954	146.7	145.5	147.2	151.1	155.7	161.6	164.1	165.4	154.8	153.9	158.2	155.7	155.0
1955	148.4	146.8	147.4	153.4	158.4	166.8	168.2	170.4	169.8	165.9	162.4	160.3	159.8
1956**	154.3	152.1	154.0	160.6	166.9	174.9	174.9	177.3	174.8	172.2	168.1	164.4	166.2
1957	154.5	152.7	154.5	159.0	163.7	169.5	171.6	171.6	168.3	165.0	160.8	157.5	162.4
1958	151.9	149.1	149.3	155.2	161.2	165.9	169.0	171.0	168.8	167.6	164.6	161.2	161.2
1959	154.2	152.1	154.7	159.7	164.3	169.3	170.2	170.7	160.0	159.2	155.6	154.2	160.4
1960	148.5	149.0	151.2	157.4	160.8	166.9	167.6	168.2	168.7*				

*Preliminary estimate. **Employment figures from 1956 to date revised on basis of more complete reports.

Along the Hiring Line—Field Summary, Oct 1

some migrating to Washington and Oregon. Construction of access road through Yellowstone Park began at mid-month with work to resume in the spring after winter shutdown. Demand for service workers continues on a reduced basis after tourist season peak past. Trade hiring slow with little replacement for students returning to school.

MILES CITY, Baker, Ekalaka, Broadus, Jordan, Terry—98 jobseekers, 87 new, 43 men, 55 women). Increased demand for construction workers highlighted the September labor market scene. Most projects being rushed to completion before winter shutdown. Main street activity below year ago due to poorer agricultural yields resulting from drouth conditions. Future labor demand expected to hold to normal levels.

MISSOULA, Arlee, Drummond, Superior—(748 jobseekers, 469 new, 443 men, 305 women). Employment in lumber manufacturing fluctuated in response to changing conditions during September. Sixty workers idled during August were returned to employment at one plant, while 100 laid off at other mills. A labor dispute at a paper mill idled 90 plumbers and pipefitters. Six educational buildings comprised the major building activity. New starts included $382,000 commercial building. Normal seasonal patterns evident in service industries.

POLSON—(136 jobseekers, 77 new, 103 men, 33 women). Farm labor demand below year ago with most farm operators performing their own work and exchanging labor services. Plywood mill closed down during summer for remodeling and machinery installation, reopened during the month at three-fourths production capacity. Construction limited to existing projects with no new starts.

SHELBY—(157 jobseekers, 148 new, 104 men, 53 women). Completion of highway overpass and layoff of seasonal female workers accounted for majority of new jobseekers. Steel shortages temporarily held up some construction projects during the month. Layoff of railroad extra gangs for winter to be completed by September 30. Most industrial employment expected to remain steady.

SIDNEY—(54 jobseekers, 66 new, 33 men, 21 women). Construction of school buildings and home for aged main shape of building projects. Home building slow with only two completed in a planned eleven unit development. Expected upswing in trade industries failed to materialize after end of harvest season. Sugar refining campaign started ahead; to end March 1, 1961.

THOMPSON FALLS, Hot Springs—(133 jobseekers, 52 new, 94 men, 39 women). Intermittent layoffs of woods and sawmill workers during the month keyed to variable market conditions. Most major loggers operating on 3-4 day week. Major highway bridge completed but one approach section needs additional work. Construction of new highway cafe underway; $30,000 in other commercial buildings scheduled.

WOLF POINT, Plentywood, Scobey—(105 jobseekers, 48 new, 65 men, 40 women). New construction starts chiefly in form of home building. Construction workers laid off at Glasgow and Fort Peck projects returning to area. Miscellaneous area projects in current construction include two hospitals, a school, National Guard Armory, and two highway contracts. Trade and service volume above normal.

ESTIMATED EMPLOYMENT IN NON-AGRICULTURAL INDUSTRIES IN MONTANA (1)

(Compiled in co-operation with United States Bureau of Labor Statistics)

INDUSTRY	EMPLOYMENT			Net Change	
	Sept. 1960 (2)	Aug. 1960 (3)	Sept. 1959	Aug. '60 to Sept. '60	Sept. '59 to Sept. '60
NON-AGRICULTURAL INDUSTRIES	168,700	168,200	160,000	500	8,700
Manufacturing	21,200	21,300	17,500	— 100	3,700
Durable goods	13,600	13,800	10,000	— 200	3,600
Lumber and timber products	7,500	7,700	7,200	— 200	300
Primary metals	4,400	4,400	1,300	00	3,100
Other (4)	1,700	1,700	1,500	00	200
Nondurable goods	7,600	7,500	7,500	100	100
Food and kindred products	4,200	4,200	4,300	00	— 100
Printing and publishing	1,800	1,700	1,600	100	200
Petroleum refining	900	900	900	00	00
Other (5)	700	700	700	00	00
Mining	7,600	7,500	5,100	100	2,500
Metal mining	5,000	5,000	2,000	00	3,000
Coal, quarrying and nonmetallic	800	800	700	00	100
Petroleum-natural gas production	1,800	1,700	2,400	100	— 600
Contract Construction	13,000	13,000	12,900	00	100
Contractors, building construction	5,700	5,600	5,500	100	200
Contractors, other than building	3,300	3,400	3,400	— 100	— 100
Contractors, special trade	4,000	4,000	4,000	00	00
Transportation and utilities	19,700	19,900	19,500	— 200	200
Interstate railroads	9,400	9,600	9,600	— 200	— 200
Transportation except railroads	4,300	4,300	3,700	00	600
Utilities including communication	6,000	6,000	6,200	00	— 200
Trade	39,000	39,100	40,100	— 100	— 1,100
Wholesale trade	8,000	7,800	8,000	200	00
Retail trade	31,000	31,300	32,100	— 300	— 1,100
General merchandise and apparel	5,500	5,500	5,900	00	— 400
Food stores	4,800	4,800	4,700	00	100
Eating and drinking establishments	8,300	8,600	8,000	— 300	300
Automotive and filling stations	5,900	5,900	6,600	00	— 700
Retail trade not elsewhere classified	6,500	6,500	6,900	00	— 400
Finance, insurance and real estate	6,500	6,500	6,300	00	200
Services and miscellaneous	20,900	21,500	21,100	— 600	— 200
Hotels, rooming houses, camps, etc	3,100	3,700	3,200	— 600	— 100
Personal services	1,900	1,900	2,100	00	— 200
Other (6)	15,900	15,900	15,800	00	100
Government	40,800	39,400	37,500	1,400	3,300
Federal	10,800	10,900	9,500	— 100	1,300
State and local	30,000	28,500	28,000	1,500	2,000
Great Falls Area (Cascade County	20,500	20,500	19,300	00	1,200
Manufacturing	3,200	3,200	1,900	00	1,300
Contract construction	2,000	1,600	2,100	400	— 100
Transportation and utilities	2,200	2,400	2,100	— 200	100
Trade, wholesale and retail	5,800	5,900	5,800	— 100	00
Services and miscellaneous (7)	4,100	4,200	4,100	— 100	00
Government	3,200	3,200	3,300	00	— 100

(1) Estimates include all full and part-time wage and salary workers who worked or received pay during the pay period ending nearest the 15th of the month. Proprietors, firm members, personnel of the armed forces, domestic servants, and self-employed persons are excluded.

(2) Preliminary estimates based on return from samples of 626 selected Montana establishments.

(3) Figures previously released have been revised on return from 1,134 such establishments.

(4) Includes fabricated metal products, machinery except electrical, furniture, stone and clay products.

(5) Includes apparel, chemicals, and miscellaneous manufacturing products.

(6) Includes commercial trade schools, auto repair services and garages, miscellaneous repair services and hand trades, motion pictures, amusements and recreation, medical and health, law offices and professional services, non-profit membership organizations and businesses not otherwise classified.

(7) Same as (6) above, also includes finance, real estate and mining.

COMPARISON OF BASIC LABOR MARKET ACTIVITIES IN SEPT., 1960 AND SEPT., 1959

Employment Service Office	New Job Applicants				Jobseekers in File				Job Placement								U.I. Claims Wk. 10-2	
	Sept. 1960		Sept. 1959		Sept. 1960		Sept. 1959		Sept. 1960				Sept. 1959					
	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	1960	1959
Anaconda	84	15	50	6	166	20	302	68	34	66	100	20	12	23	35	7	100*	957
Billings	722	113	796	200	1,369	268	857	218	498	991	1,489	274	737	981	1,718	405	638	427
Bozeman	226	51	250	75	237	31	272	64	237	140	377	89	223	173	396	119	82	53
Butte	307	71	106	12	1,011	207	2,604	634	132	44	176	48	77	11	88	23	493	1,672
Cut Bank	118	46	168	48	150	42	140	43	48	61	109	45	92	250	342	99	88	86
Dillon	87	36	80	33	90	22	108	34	41	106	147	76	43	111	154	80	63	59
Glasgow	97	15	167	49	229	32	65	15	123	64	187	46	255	86	341	140	105	67
Glendive	95	18	130	36	137	29	83	13	97	44	141	57	151	48	199	50	28	6
Great Falls	500	128	881	208	938	192	1,391	469	300	199	499	140	429	468	897	193	545	701
Hamilton	73	13	54	11	167	26	166	31	34	186	220	18	44	108	152	35	108	75
Havre	118	21	128	28	215	41	120	25	99	75	174	77	191	223	414	119	139	106
Helena	283	65	238	46	353	92	373	117	192	28	220	67	213	32	245	91	221	203
Kalispell	384	89	329	70	941	344	743	130	233	9	242	48	340	44	384	111	608	310
Lewistown	61	17	42	15	96	19	56	17	77	86	163	80	81	91	172	80	54	31
Livingston	101	24	91	14	247	71	65	11	120	52	172	60	118	26	144	51	166	82
Miles City	87	10	112	36	98	12	109	17	112	52	164	59	106	67	173	56	62	56
Missoula	469	109	384	118	748	146	817	238	206	68	274	106	190	59	249	95	403	378
Polson	77	20	87	31	136	30	158	42	143	5	148	53	70	126	196	49	117	93
Shelby	148	53	118	30	157	31	100	38	103	145	248	66	114	138	252	70	61	55
Sidney	66	10	76	18	54	15	90	12	94	41	135	49	68	55	123	40	9	6
Thomp. Falls	52	14	52	16	133	26	62	8	32	1	33	11	57	1	58	18	100	56
Wolf Point	48	12	69	13	105	24	121	24	42	63	105	34	49	60	109	36	78	63
TOTALS	4,203	950	4,408	1,113	7,777	1,720	8,802	2,268	2,997	2,526	5,523	1,523	3,660	3,181	6,841	1,967	4,268	5,542

*Include 116 claims of the Federal UC Prograb, 103 same a year ago.

AVERAGE HOURS AND EARNINGS IN SELECTED MONTANA INDUSTRIES

(Produced in co-operation with United States Bureau of Labor Statistics)
(Hours and earnings data exclude administrative and salaried personnel)

INDUSTRY	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Sep. (1) 1960	Aug. (2) 1960	Sept. 1959	Sep. (1) 1960	Aug. (2) 1960	Sept. 1959	Sep. (1) 1960	Aug. (2) 1960	Sept. 1959
All Manufacturing	$ 98.89	$ 97.36	$ 95.04	39.4	39.9	39.6	2.51	2.44	2.40
Durable goods	99.60	94.95	95.35	40.0	39.4	39.4	2.49	2.41	2.42
Primary metals	91.76	90.64	3)	37.0	36.4	3)	2.48	2.49	3)
Nondurable goods	97.02	102.66	95.36	37.9	40.9	39.9	2.56	2.51	2.39
Food and kindred products	81.78	91.19	82.06	39.7	44.7	42.3	2.06	2.04	1.94
All Mining	101.26	102.44	109.80	38.5	39.1	43.4	2.63	2.62	2.53
Metal mining	102.82	103.09	3)	37.8	37.9	3)	2.72	2.72	3)
Transportation and Utilities (except Rys.)	98.69	100.30	101.68						
Transportation (except railroads)	110.29	114.22	119.13						
Utilities and communication	92.67	92.28	90.23	39.1	39.1	41.2	2.37	2.36	2.19

(1) Preliminary estimates. (2) Figures previously released have been revised on more complete returns. (3) Data not available due to strike in metal mining a year ago.

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COMMISSION OF MONTANA

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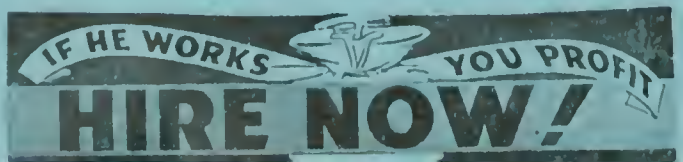

CALL YOUR MONTANA STATE EMPLOYMENT OFFICE WHEN YOU NEED QUALIFIED, EXPERIENCED WORKERS!

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